LIBRARY JOURNAL

NOVEMBER 1, 1991

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New Librarian
Catherine May Fleming

PLACEMENTS & SALARIES 1990

LOSING GROUND IN THE RECESSION

Tough Times Bring Tough Questions

Socially Responsible Investing

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A Roundup on Nobel Prize Winner Nadine Gordimer

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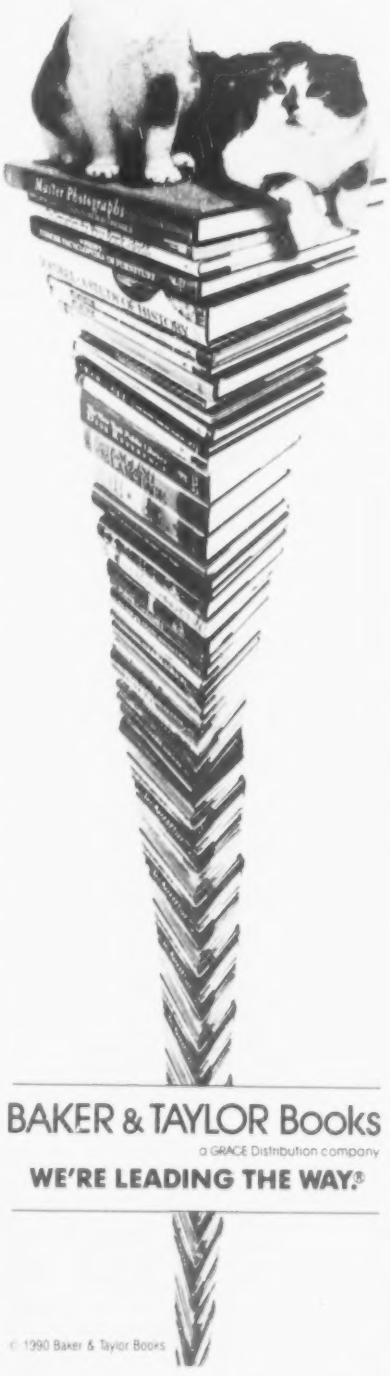

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LIBRARY

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Catherine May Fleming left an established career in law to become manager of the North Flint Branch Library. How did her fellow 1990 graduates fare? See Fay Zipkowitz's "Placements & Salaries 1990" on page 44.

PHOTOGRAPH BY JOHN GILROY

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LIBRARY MARKET OUTLOOK

BY DEBORAH SELSKY

Salaries for Librarians Increase More Than Comparable Jobs

Salary increases for librarians were substantially larger than those for comparable job categories in 1991, according to data from the Annual Salary Survey of the American Library Association (ALA) and the Bureau of Labor Statistics (BLS) Employment Cost Index. Beginning in January 1991, the average salary paid to a librarian was 7.6 percent higher than in 1990. Wages and salaries of white-collar professional workers across all industries increased only 4.9 percent from March 1990 to March 1991, according to data from the BLS Index.

Price Index) grew 3.8 percent.

The recent salary gains for librarians look impressive, but they may only be compensating for ground lost in 1990 when library salary growth was well below average. The average library salary gain from 1989 to 1990 was only 4.3 percent.

Collection builders catch up

Job categories that saw the greatest salary growth in 1991 were those that saw sluggish growth the year before. In particular, the average salary for collection development librarians increased 9.2 percent in 1991 following a 1.5 percent rise in 1990. Similarly, salaries for library directors grew by 8.9 percent in 1991, compared to two percent in 1990.

The highest-paid librarians, on average, work in the North Atlantic or West and Southwest regions of the country. Directors, assistant directors, and department heads in the North Atlantic states are paid higher salaries than their counterparts nationwide. Reference librarians, catalogers, collection development librarians, and children's librarians claimed higher salaries in the West and Southwest than in other regions. Libraries in the Southeast still pay the lowest average salaries for all job categories.

Directors, beginners gain big

Directors, who get the highest salaries in all types of libraries, averaged only $48,439 in 1991. Directors' salaries ranged from an average of $40,679 in four-year colleges to an average of $61,228 in large public libraries. In 1991, directors' salaries increased an average 8.9 percent, with the greatest gains seen in the Southeast (11.9 percent) and the lowest in the West and Southwest (6.8 percent).

Beginning salaries paid to full-time staff members with a master's degree in library science but no professional experience stood at $24,817 in 1991 for all libraries—up 8.2 percent from the year before.

The highest salaries for beginning librarians ($30,890) were in two-year colleges while the lowest ($22,927) were in medium-sized public libraries.

Average Salaries for 1991 by Library Type and Size

	Medium-Size Public	Large Public	Two-Year College	Four-Year College	University
Director	$41,401	$61,228	$46,701	$40,679	$58,138
Assistant Director	35,219	49,123	40,338	32,942	49,590
Dept./Branch Head	31,306	36,845	41,893	31,904	39,483
Collection Development	29,726	33,024	45,341	33,507	38,493
Reference/Information	28,456	30,817	41,583	28,189	32,621
Cataloger/Classifier	27,889	30,816	39,852	27,552	32,564
Children/Young Adult	27,583	30,770	n/a	n/a	n/a

Source: American Library Association Survey of Librarian Salaries, 1991

Faster than prices

The ALA survey examines average salaries paid within public and academic libraries among all full-time professional job categories. Librarian salary increases are growing to the extent that they more than compensate for general price inflation. Over the past year, the cost of living (as measured by the Consumer

Deborah Selsky is an economist with Cahners Economics, which provides industry analyses and forecasting services for the markets its magazines serve

After four decades, have we made great strides in professional salaries? The range for

Placements & Losing Ground in the Recession

By Fay Zipkowitz

THIS FORTIETH annual report of placements and salaries of graduates of American Library Association–accredited library school programs includes information from 42 of the 52 eligible institutions. The study was undertaken in May 1991, with survey forms reaching the schools in June, causing some institutions to find participation difficult or impossible. In some cases, only partial information could be supplied in the

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Table 1: Status of 1990 U.S. Graduates, Spring 1991

	No. of Graduates			Not in Library Positions			Empl. Not Known			Permanent Prof. Placements			Temp. Prof. Placements			Nonprof. Library Placements			Total in Library Positions		
	Women	Men	Total	Women	Men	Total	Women	Men	Total	Women	Men	Total	Women	Men	Total	Women	Men	Total	Women	Men	Total
Northeast	784	216	1000	24	4	29	109	36	206	366	83	464	27	3	31	14	4	18	407	90	513
Southeast	561	118	679	20	12	32	133	32	242	262	52	314	12	2	16	6	0	6	280	54	336
Midwest	826	253	1079	10	3	13	163	58	221	443	117	561	40	8	48	28	11	39	511	136	648
Southwest	359	64	423	7	4	11	36	10	46	150	33	183	25	12	37	8	0	8	183	45	228
West	264	77	341	7	1	8	32	18	55	141	41	182	14	4	18	7	2	9	162	47	209
All Schools	**2794**	**728**	**3522**	**68**	**24**	**93**	**473**	**154**	**770**	**1362**	**326**	**1704**	**118**	**29**	**150**	**63**	**17**	**80**	**1543**	**372**	**1934**

Table 2A: Placements and Full-Time Salaries of 1990 U.S. Graduates Summary by Region*

	Placements	Salaries			Low Salary			High Salary			Average Salary			Median Salary		
		Women	Men	Total	Women	Men	Total	Women	Men	Total	Women	Men	Total	Women	Men	Total
Northeast	529	318	65	398	12000	12000	12000	58650	68000	68000	26981	27326	27147	25500	25000	25590
Southeast	363	233	49	282	10500	16000	10500	38000	42666	42666	23512	25000	23776	23000	24000	23121
Midwest	645	358	108	467	12000	11440	11440	51125	56000	56000	24077	24674	24215	23816	23000	23288
Southwest	213	131	29	160	12100	18000	12100	37500	57047	57047	24015	25995	24374	23025	23700	23500
West	233	120	35	155	18000	20300	18000	40000	49230	49230	27853	26797	27615	27000	26000	27000
All Schools	**1983**	**1160**	**286**	**1462**	**10500**	**11440**	**10500**	**56850**	**68000**	**68000**	**25204**	**25724**	**25306**	**24000**	**24700**	**24200**

* Includes placements undifferentiated by sex

last year was $10,500 to $68,000

Salaries 1990

Table 2B: Placements and Full-Time Salaries of 1990 U.S. Graduates*

Schools	Placements	Salaries			Low Salary			High Salary			Average Salary			Median Salary		
		Women	Men	Total	Women	Men	Total	Women	Men	Total	Women	Men	Total	Women	Men	Total
Alabama	36	21	5	26	14300	20088	14300	28900	31500	31500	22015	23666	22374	21130	21500	21500
Albany	63	44	8	52	19000	20000	19000	45000	34500	45000	28858	27150	28600	28750	26600	28750
Buffalo	59	44	1	45	19500	21425	19500	42092	21425	42092	25583	21425	25490	24250	21425	24000
California (Berk.)	53	35	13	48	21035	20300	20300	40000	37000	40000	28871	26385	28119	28000	25000	27595
California (L.A.)	81	34	14	49	22500	17000	17000	40000	31692	40000	28988	26187	28135	28733	27240	28000
Catholic	29	22	4	26	13300	21600	13300	35000	68000	68000	26069	42667	27984	25500	30000	25750
Columbia	37	11	8	19	23691	20000	20000	38000	40000	40000	27891	28563	28174	25500	28000	26500
Drexel	57	44	10	54	11000	12000	11000	40000	37400	40000	24497	26640	24894	24000	26500	25267
Florida State	52	40	8	48	18000	18000	18000	40000	33000	40000	24770	25492	24890	23991	24500	24000
Hawaii	36	28	4	32	12000	24000	12000	49230	29000	49230	27480	26000	27301	26000	25500	26000
Illinois	53	31	17	48	17250	12500	12500	30000	30000	30000	22853	23075	22932	22750	23000	23000
Indiana	88	65	13	78	11400	12000	11400	44000	56000	56000	23388	24800	23623	22800	22000	22650
Iowa	40	22	10	32	19000	19000	19000	46000	28200	46000	24977	23512	24519	23500	23750	23750
Kent State	89	43	11	54	15000	19500	15000	42500	29000	42500	22816	23014	22856	23300	23500	23500
Louisiana State	46	26	14	40	15000	18500	15000	36000	50000	50000	22148	25367	23275	21300	22000	21800
Michigan	75	50	16	66	12400	13500	12400	51125	36000	51125	26959	26169	26768	25000	25896	29150
Missouri	64	37	7	44	14000	16800	14000	35000	33500	35000	20832	24123	21355	21023	23000	21500
North Carolina	48	24	10	34	20111	22000	20111	35140	29760	35140	25837	25651	25782	25250	26500	26000
N.C. Central	15	11	2	13	12000	32000	12000	30000	32500	32500	23463	32125	24815	24000	32125	25500
N.C. Greensboro	29	24	2	26	19000	22000	29000	29484	25392	29484	23315	23696	23347	24450	23696	22578
North Texas	143	57	11	68	12100	20500	12100	40000	30600	40000	22995	24047	23166	22000	24000	22250
Northern Illinois	40	29	4	33	14634	21000	14634	33000	43000	43000	22450	27500	23045	23000	23000	23000
Pratt	14			14			25000			47500			30289			29125
Rhode Island	33	23	5	28	17000	22000	17000	45000	26000	45000	26375	23400	25844	24562	23000	24000
Rosary	95	49	12	61	17000	18200	17000	40000	28000	40000	23707	23732	23712	22661	24144	23000
Rutgers	113	79	16	95	20000	23400	20000	56850	50000	56580	28657	27788	28510	27000	25000	27000
St. John's	14	7	4	11	19999	22000	19999	48000	30000	48000	30500	23750	28045	28500	23500	27250
Simmons	120	78	17	95	15000	18700	15000	41800	35000	41800	25338	26124	25479	24150	25700	25000
South Carolina	69	58	7	65	17000	20000	17000	38000	42666	42666	24894	27238	25151	24250	24000	24100
South Florida	29	24	3	27	18000	20000	18000	37000	28900	37000	23669	23633	23665	23579	22000	23547
So. Mississippi	24	17	3	20	10500	16000	10500	36000	26000	36000	19359	21667	19705	19800	23000	19900
Tennessee	21	17	4	21	18500	23000	18500	35000	27300	35000	23720	25200	24002	23076	25250	23076
Texas (Austin)	64	44	17	61	18720	20000	18720	37107	57047	57047	24860	27920	25713	24863	25717	25000
Texas Woman's	64	46	4	50	16000	18000	16000	37500	32000	37500	24004	24750	24064	23013	24500	23013
Washington	65	41	8	49	18000	21200	18000	33500	40000	40000	25660	27748	26001	25000	26649	25500
Wayne State	82	44	13	57	12000	21000	12000	38000	42000	42000	23308	25620	23835	22759	25000	23818
Wisconsin (Mad.)	58	24	12	36	19560	18720	18720	32000	38000	38000	24031	24524	24327	23998	24000	24000
Wisconsin (Milw.)	28	15	5	20	16000	18500	16000	24000	32000	32000	20225	23449	21039	20000	23246	22273

* Includes placements undifferentiated by sex

short time frame, and I appreciate the efforts of the respondents. Four Northeastern, two Southeastern, one Midwestern, one Southwestern, and two Western schools did not contribute data this year.

This report follows closely last year's, with grateful acknowledgement to Carol Learmont and Stephen Van Houten. Due to time constraints, their organization and style have been largely imitated in this report, but Tables 9, 10, and 12 have been omitted. There continues to be no Table 5.

In 1990, the average beginning salary was $25,306 based on 1,462 known, full-time, permanent, professional salaries, a modest increase over last year's figure of $24,581.

In 1990, the average (mean) beginning salary for women was $25,204, a 2.7 percent increase over 1989; for men, $25,724, a 4.3 percent increase. The median salary was $24,200 for all graduates; for women, $24,000; for men, $24,700.

There were 150 temporary professional placements reported in 1990, compared with 198 in 1989 and 201 in 1988. No salaries or placement

Table 3: Placements by Type of Library*

Schools	Public			Elementary & Secondary			College & Universities			Special			Other			Total		
	Women	Men	Total	Women	Men	Total	Women	Men	Total	Women	Men	Total	Women	Men	Total	Women	Men	Total
Alabama	9	0	9	11	2	13	10	3	13	1	0	1	0	0	0	31	5	36
Albany	10	2	12	18	0	19	5	2	8	10	5	15	6	0	6	49	9	60
Buffalo	15	0	15	16	1	17	17	0	17	7	0	7	0	1	1	55	2	57
California (Berk.)	14	4	18	0	0	0	10	9	19	11	1	12	3	1	4	38	15	53
California (L.A.)	16	8	24	0	1	1	21	10	31	14	5	19	4	0	4	55	24	79
Catholic	7	0	7	2	0	2	4	0	4	7	3	10	3	0	3	23	3	26
Columbia	4	5	9	2	0	2	6	7	13	5	3	8	3	0	3	20	15	35
Drexel	11	2	13	8	0	8	6	3	9	12	3	15	9	3	12	46	11	57
Florida State	14	4	18	9	1	10	8	2	10	5	0	5	6	1	7	42	8	50
Hawaii	10	2	12	13	1	14	4	2	6	4	0	4	0	0	0	31	5	36
Illinois	31	17	48	16	4	20	3	2	5	10	10	20	5	2	7	65	35	100
Indiana	27	8	35	11	0	11	22	5	27	11	2	13	0	0	0	71	15	86
Iowa	8	4	12	6	0	6	8	7	15	2	1	3	3	1	4	27	13	40
Kent State	31	12	43	11	0	11	17	6	23	9	0	9	2	1	3	70	19	89
Louisiana State	9	4	13	5	1	6	5	9	14	8	2	10	1	0	1	28	16	44
Michigan	18	6	24	12	0	12	18	7	25	11	2	13	0	1	1	59	16	75
Missouri	11	2	13	10	0	10	9	4	13	9	1	10	0	0	0	39	7	46
North Carolina	9	2	11	7	0	7	8	9	17	2	0	2	7	4	11	33	15	48
North Carolina Central	2	0	2	10	1	11	1	1	2	0	0	0	0	0	0	13	2	15
N.C. Greensboro	7	2	9	8	0	8	3	1	4	6	0	6	1	0	1	25	3	28
North Texas State	24	1	25	17	1	18	21	11	32	6	2	8	2	0	2	70	15	85
Northern Illinois	18	3	22	7	0	7	5	0	5	1	1	2	2	0	2	33	4	38
Pratt			2			1			3			7			1			14
Rhode Island	9	2	11	11	1	12	4	1	5	3	2	5	0	0	0	27	6	33
Rosary	21	2	23	18	1	19	14	5	19	13	5	18	0	0	0	66	13	79
Rutgers	38	5	44	16	3	19	12	8	20	24	3	27	3	0	3	93	19	113
St. John's	4	0	4	1	0	1	1	2	3	2	2	4	0	0	0	8	4	12
Simmons	45	3	48	10	0	10	21	9	30	24	8	32	0	0	0	100	20	120
South Carolina	11	3	14	39	2	41	5	2	7	6	0	6	1	0	1	62	7	69
South Florida	10	0	10	9	0	9	6	1	7	1	1	2	0	1	1	26	3	29
Southern Mississippi	7	2	9	7	0	7	1	1	2	2	0	2	2	0	2	19	3	22
Tennessee	4	0	4	3	1	4	5	0	5	0	0	0	5	3	8	17	4	21
Texas (Austin)	8	2	10	7	1	8	18	5	23	9	7	16	4	3	7	46	18	64
Texas Woman's	14	1	15	22	1	23	9	3	12	11	0	11	1	1	2	57	6	63
Washington	21	1	22	1	0	1	16	6	22	16	4	20	0	0	0	54	11	65
Wayne State	28	7	35	16	1	17	13	4	17	8	5	13	0	0	0	65	17	82
Wisconsin (Madison)	7	3	10	7	0	7	20	9	29	5	4	9	2	0	2	41	16	57
Wisconsin (Milwaukee)	1	5	6	4	7	11	0	1	1	0	2	2	0	1	1	5	16	21
Total	**533**	**124**	**661**	**370**	**31**	**403**	**356**	**157**	**517**	**275**	**84**	**366**	**75**	**24**	**100**	**1609**	**420**	**2047**

* Includes placements undifferentiated by sex

Table 4: Placements by Type of Library 1980–1990

Year	Public	School	College & Universities	Other Lib. Agencies*	Total
1980	659 (27.1)	473 (19.5)	610 (25.1)	687 (28.3)	2429
1981	642 (27.3)	451 (19.2)	556 (23.6)	704 (29.9)	2353
1982	588 (28.5)	358 (17.4)	505 (24.5)	612 (29.7)	2063
1983	501 (28.0)	308 (17.3)	424 (23.8)	552 (30.9)	1785
1984	548 (27.9)	284 (14.4)	551 (28.0)	583 (29.7)	1966
1985	565 (29.4)	300 (15.6)	522 (27.2)	533 (27.8)	1920
1986	576 (30.3)	288 (15.2)	488 (25.7)	548 (28.8)	1900
1987	610 (30.5)	355 (17.7)	434 (21.7)	602 (30.1)	2001
1988	624 (31.4)	386 (19.4)	464 (23.4)	511 (25.7)	1985
1989	587 (31.9)	330 (17.9)	460 (25.0)	462 (25.1)	1839
1990	651 (32.0)	403 (19.8)	517 (25.4)	466 (22.9)	2037

* From 1951 through 1966 these tabulations were for "special and other placements" in all kinds of libraries. From 1967 to 1979 these figures include only placements in library agencies that do not clearly belong to one of the other three groups. In the 1980 through 1990 report these figures include the sum of responses to placements in special libraries and in other information specialties. Figures for individual years are reported in preceding articles in this series

Table 6: Special Placements*

	Women	Men	Total
Government Jurisdictions (U.S.)			
State libraries	13	5	18
Other government agencies (except USVA hospitals)	9	1	10
National libraries	2	0	2
Armed Services libraries (domestic)	2	0	2
Overseas agencies (incl. Armed Services)	3	0	3
Library Science			
Advanced study	2	1	3
Other			
Children's services (school libraries)	20	0	20
Children's services (public libraries)	13	2	15
Youth services (school)	14	4	18
Youth services (public libraries)	50	0	50
Law	62	17	79
Business, (finance, industrial, corporate, banking, insurance, oil, etc.)	24	14	41
Medicine (incl. nursing schools)	27	6	33
Science and technology	18	12	30
Systems analysis, automation	14	7	21
Audiovisual and media centers	13	1	14
Hospitals (incl. USVA hospitals)	7	0	7
Rare books, manuscripts, archives	20	5	26
Research and development	6	2	8
Government documents	9	6	15
Information services (nonlibrary)	7	1	8
Historical agencies and archives	4	4	8
Religion (seminaries, theological schools)	4	5	9
Art and museum	12	1	13
Databases (publishing, servicing)	5	1	6
Outreach activities and services	7	1	8
Social sciences	7	1	8
Indexing	5	1	6
Records management	5	2	7
Networks and consortia	2	0	2
Freelance	0	1	1
Pharmaceutical	8	1	9
Professional associations	5	0	5
Maps	0	1	1
Bookstore	3	1	4
Genealogical	1	0	1
Services to the handicapped	2	0	2
Theater, motion pictures, dance, music	1	1	2
Correctional institutions	0	1	1
Spanish-speaking centers	1	0	1
Total Special Placements	**407**	**106**	**517**

* Includes special placements in all types of libraries

information for Canadian schools appears this year. The category "Other Placements" includes a variety of nontraditional positions, but because of a change in the form of the questionnaire, some "specialties" actually overlap the more traditional categories, e.g., school libraries. Some reports include split or combined positions, such as cataloging/reference, and these are not reflected in the "Other Placements" listing. For future reports, this category will be redesigned to reflect the changes occurring in library position titles.

Placement statistics

First professional degrees were awarded to 3,522 graduates of the 42 schools reporting in 1990. In 1989 the 43 reporting schools awarded 3,356 first professional degrees; in 1988, the 51 reporting schools awarded 3,691 first professional degrees. In 1990, the average number of graduates of schools reporting was 84; in 1989, it was 78; in 1988, it was 72.

Table 1 shows permanent and temporary professional placements, as well as nonprofessional library placements, and the totals for the three. These are library or information-related positions. Table 1 also shows the number of graduates who were reported to be not in library positions or whose employment status was unknown in the summer of 1991. Of these, less than one percent were known not to be in library positions compared with nine percent in 1990 and eight percent in 1989. In the summer of 1991, the employment status of 21 percent of the graduates was unknown, compared with 26 percent in 1990 and 27 percent in 1989.

Of the 1990 graduates, 55 percent were known to be employed either in professional or nonprofessional positions in libraries or information-related work, as were 65 percent of the 1989 graduates and 64 percent of the 1988 graduates. Of the 1990 graduates, 48 percent were known to be employed in permanent professional positions, compared with 56 percent in 1989 and in 1988. (It should be noted that some schools reported only total numbers of graduates and no breakdown of placement status.)

Employment distribution by type of library is shown in Tables 3 and 4. Table 4 is an 11-year listing of placements by type of library and information-related agencies (see note in Table 4).

Because of time restraints, this report does not include information on length of job search or indication of positions already held prior to graduation.

Openings and applicants

A total of 46,836 listings of open library positions were reported received by 36 schools, ranging in numbers of listings from 100 to 3000. The listings were for all positions at all levels, and no doubt many or most were duplicated in several places. In 1989, 35 schools reported 52,564 listings, and in 1988, 38 schools reported 62,230 listings. Eleven schools reported increases in position listings in 1990 over 1989. Increases reported in 1990 ranged from three percent to 50 percent. The median was eight percent. Seven schools reported no significant change from 1989; 12 reported a decrease ranging from two percent to 60 percent.

Most institutions reported no significant difficulty in placing 1990 graduates, and several emphasized the specializations in demand for which they are having difficulty in referring qualified candidates: children's services, both public and school; computer science, information science, and automation; medical and the sciences, both life science and physical science; and cataloging.

The bottom line

The salary statistics presented include only salaries that were reported as full-time annual salaries. Variables such as vacations and other

From Law to Public Librarianship
Catherine May Fleming, Class of 1990

"WHERE ELSE can I get hugs at work? I didn't get 'em as an attorney," said Catherine May Fleming, who left an established career in law to become a librarian. A 1990 graduate of the Library Science Program at Detroit's Wayne State University, Fleming is on our cover to represent last year's graduating class of librarians whose new jobs are statistically described in this annual "Placements & Salaries" report.

"I don't want to be typecast. I'm excited by the potential for diversity in a library career. Every librarian I ever met is deeply committed to the field," Fleming said, when asked why she chose a career in libraries. As a lawyer for the state of Michigan, Fleming represented state agencies in administrative hearings and appeals in court on such matters as civil rights complaints, unemployment claims, and other civil cases seeking remedies or conciliation. She took her heavy case load on the road most days, working out of Detroit.

Her first job as a professional librarian, branch manager of the North Flint Branch of the Flint Public Library, came after a 14-year career in law, most of it with the Department of the Attorney General of the State of Michigan. Although the Flint job offer was her first after library school, Fleming looked around before she signed on.

"At first," she admitted to *LJ*, "I envisaged a job in a bucolic setting. I wanted to be an academic or special librarian." What changed her mind? "Practicalities," Fleming said. "Academic libraries required too many degrees for too little money. I was leaving a law career; the least I was willing to take as a salary was the $35,000 I am paid in Flint."

Fleming, the only professional in the library branch, is trying to reach out to the shrinking, heavily unemployed (more than 17 percent) population of adults and children in North Flint. It is the Flint "neighborhood in most need," according to Flint Public Library Director Gloria Coles, who hired Fleming after a long series of interviews. "We thought the job required some special talents," Coles told *LJ*.

> Explaining her career change, Fleming said, "The library is a living laboratory for me. It is my first opportunity to run my own show"

Support at library school

"No one told me I was going in the wrong direction when I went to Wayne State," Fleming answered when asked how she liked library school. "They took me seriously. No one doubted my sincerity, even though I was coming from law."

How did the experience compare with law school? (Fleming has a JD from Michigan.) "It was definitely graduate level. My whole brain was opened up again. Librarianship doesn't specialize as much as law, and I liked the tremendous breadth of knowledge we studied." Was Wayne State on top of technology? "Absolutely," Fleming asserted, adding, "and I feel completely at home with computers now."

"She was one of the graduates I didn't have to worry about," said Joe Mika, dean of the Wayne State program, adding, "She was an excellent student, I knew she had great potential. She can probably do anything she wants in this field."

A living laboratory

"The library is a living laboratory for me," Fleming said, explaining her career change. "It is my first opportunity to run my own show. We've already had some successes and some failures."

Fleming sees the library's not being recognized as a "primary resource" as a particular challenge in Flint, where she notices signs of potential racial polarization. Fleming believes that outreach programs are the library's key to success. It is part of her view that the library must be seen as a primary resource in the community. "We need to hook into local agencies."

She is proud of the library's work with parents and children, and she mentioned the "Raise a Reader"

fringe benefits, which may be part of the total compensation, are excluded. Salaries do not reflect differences in hours worked per week. While this additional information might be useful in providing more precise comparability concerning compensation, the reporting of salaries as presented in this analysis is consistent with statistics collected for this survey since 1951.

Not all of the 42 reporting schools provided salary data, nor could all schools provide all the information requested for all employed graduates. Data for graduates in irregular placements—such as those for graduates from abroad returning to posts in their homelands; appointments in religious orders or elsewhere where remuneration is in the form of some combination of salary plus living; and all salaries for part-time employment—were excluded as best the author can tell.

Another area not explored is that of graduates essentially staying in their positions or in the organizations with which they were affiliated while attending school. This might account for what appear to be very high salaries for first professional degree recipients in some placements. Omitted from this annual report is Table 12, which reflects the effects of experience on salaries, and which includes the category mentioned above.

Average (mean) salaries, medians

The average salary for all 1990 graduates was $25,306, an increase of $725 over the 1989 average of

PHOTO BY ROBIN GILROY

program that teaches parents how to help their children be better readers. Every Monday evening the branch brings in a professional storyteller to entertain and teach the parents and children. Fleming is interested in broadening the reading interests of children beyond two or three authors and "straight fiction" to books with more information. "We have strong information files on lupus, AIDS, and sickle cell anemia. We did a program on sickle cell, and we work with a support group in that area. We need more programs on all the health problems here."

Fleming traces her library connection back to Trunetta Perdue who was her librarian at the U.S. Grant School, the elementary school in Royal Oak Township, Michigan, where she grew up. "She turned me on to books and reading and she became a close personal friend, my surrogate mother." A page in the school library, Fleming has worked in law libraries, a medical school library, and another public library.

Time for political action

"Here in Flint the public library is a service of the school system," Fleming said. "The Flint librarians have a commitment to bring the benefits of the library to a larger and larger community. There is a five-year plan that forecasts outreach in many directions and better connections with the schools." She singled out Flint Director Coles, Assistant Director Charles Hansen, Head of Adult Programming Tom Powers, and Children's Coordinator Cynthia Stilley as leaders who have influence here already and as examples of the deep commitment of librarians.

Fleming did admit to some concerns for the future of both the Flint and other libraries. The challenge in Flint is immense, "probably too big to handle," said Fleming. "I'm mentally about 20 now, as the new kid in the system. This is a place where you could burn out fast. Still, libraries have less everywhere. This continuing retrenchment could turn out to be a real bummer!"

"I'm ready to get political," Fleming concluded, firmly. "That's the only way now!" It was a fitting message for the Class of 1990 and all librarians.

Table 7: Salary Data Summarized

	Women	Men	Total
Average (Mean) Salary	$25204	$25724	$25306
Median Salary	24000	24700	24200
Individual Salary Range	10500-56850	11400-68000	10500-68000

Table 8: Average Salary Index* Starting Library Positions, 1985–1990

Year	Library Schools	Avg. Beginning Salary	Dollar Increase in Avg. Salary	Beginning Index	BLS-CPI
1985	58	19753	962	111.6	109.3
1986	54	20874	1121	118.0	110.5
1987	55	22247	1373	125.7	115.4
1988	51	23491	1244	132.8	120.5
1989	43	24581	1090	138.9	124.0
1990	38	25306	725	143.0	130.7

* Bureau of Labor Statistics Consumer Price Index based on 1982-84 = 100. Average beginning salary for 1982-84 figured at $17,693

$24,581. The average salary for women was $25,204 and the average for men was $25,724, a difference of $520 (Table 7). Table 8 shows the Bureau of Labor Statistics base determined by averaging beginning salaries for 1982, 1983, and 1984. The consumer price index (CPI) for 1990 was 130.7, a gain of 5.4 percent over 1989. The beginning salary index was 143.0, an increase of three percent over 1989. We appear to have lost ground here.

In Table 11, the average salary is higher for men in three categories (the differences range from $1,697 to $5,322). The median salary for all graduates in 1990 was $24,200, an increase of $522 over 1989 (only 2.2 percent). The median for women was $24,000; for men, $24,700. Of the 37 schools reporting on both men and women, the median salary was higher for women in 12 schools; for men in 24 schools; and the same in one.

Table 11: Comparison of Salaries by Type of Library*

	Placements	Salaries Known			Low Salary			High Salary			Average Salary			Median Salary		
		Women	Men	Total	Women	Men	Total	Women	Men	Total	Women	Men	Total	Women	Men	Total
Public Libraries																
Northeast	165	113	14	130	13300	20200	13300	30000	30000	30000	23732	25429	23940	24000	25000	24200
Southeast	99	75	16	91	14700	12250	12250	30000	26000	30000	21945	21681	21899	22000	22576	22000
Midwest	237	138	45	184	11783	18000	11783	32252	43000	43000	22464	23909	22809	22273	23275	22500
Southwest	50	34	4	48	13000	20000	13000	36435	31000	36435	22409	25020	22684	22000	21790	22000
West	76	46	12	58	14000	20300	14000	38700	31080	38700	27247	26367	27065	25444	26699	26500
All Schools	**627**	**406**	**91**	**511**	**11783**	**18000**	**11783**	**38700**	**43000**	**43000**	**23528**	**24124**	**23420**	**23200**	**24000**	**34500**
School Libraries																
Northeast	91	79	4	85	11400	21425	11400	56850	50000	56850	27994	31856	28223	26500	28000	26500
Southeast	117	93	7	100	10500	20088	10500	38000	32236	38000	24703	28475	24967	24040	31500	24850
Midwest	105	85	3	88	12000	21600	12000	41125	42000	51125	25873	29400	25994	25000	24600	25000
Southwest	49	38	1	39	12100	32000	12100	37500	32000	37500	25770	32000	25929	26000	32000	26000
West	16	14	2	16	12000	17000	12000	49230	26000	49230	29484	22500	28486	26500	22500	25000
All Schools	**378**	**309**	**17**	**328**	**10500**	**17000**	**10500**	**56850**	**50000**	**56850**	**26214**	**28821**	**26372**	**24300**	**26000**	**25000**
College/Univ. Libraries																
Northeast	112	58	24	85	10500	11250	10500	40000	41000	40000	25262	24829	25248	25160	23750	25000
Southeast	78	44	24	68	17000	20000	17000	33000	42666	42666	22344	25415	23428	22000	23370	22350
Midwest	193	98	45	143	12400	11440	11440	39882	38000	39882	22708	23737	23032	21500	23288	23000
Southwest	67	41	15	56	13500	18000	13500	33000	36000	36000	23035	23293	23104	22800	22000	22500
West	78	36	17	53	13500	12500	12500	34000	40000	40000	26528	26862	26635	28000	26400	27360
All Schools	**528**	**277**	**125**	**405**	**10500**	**11250**	**10500**	**40000**	**42666**	**42666**	**23730**	**24641**	**24045**	**23500**	**23700**	**23800**
Special Libraries																
Northeast	132	82	27	116	15000	12000	12000	48000	68000	68000	29788	28596	29686	30000	27000	30000
Southeast	34	27	3	30	12480	22000	12480	30000	33000	33000	23732	27013	24061	24000	26040	24500
Midwest	94	57	21	78	14000	12480	12480	40000	56000	56000	25496	25553	25511	24000	25000	24513
Southwest	35	24	9	33	16000	20000	16000	36000	57047	57047	24265	30264	25901	23600	28000	25000
West	55	31	7	38	18000	21500	18000	40000	37000	40000	26987	26672	26920	26780	24000	24960
All Schools	**350**	**221**	**67**	**295**	**12480**	**12000**	**12000**	**48000**	**68000**	**68000**	**26757**	**27589**	**27081**	**22824**	**26400**	**26000**
Other Libraries																
Northeast	29	21	3	25	19000	32000	19000	40000	37400	40000	29881	35133	30516	29400	36000	30000
Southeast	32	17	8	25	18000	22000	18000	39000	50000	50000	27726	29123	28463	26400	25000	26000
Midwest	13	9	3	12	20000	19500	19500	46000	35000	46000	26835	26840	26836	25000	26000	25358
Southwest	11	7	3	10	21800	20300	20300	40000	33000	40000	28563	28100	28424	27100	31000	28050
West	8	6	1	7	26000	33200	26000	31000	33200	33200	28583	33200	29243	28000	33200	28000
All Schools	**93**	**60**	**18**	**79**	**18000**	**19500**	**18000**	**46000**	**50000**	**50000**	**28530**	**29257**	**28698**	**27300**	**28100**	**27500**

* Includes placements undifferentiated by sex

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